



Examiners Report: Core Unit 1B - Foundation in International Employee Benefits, October 2022

Summary

Whilst the Examiners were pleased to note a few high-quality scripts that scored good marks, it is the view of the Examiners that several candidates found this to be a challenging paper.

The Examiners were concerned to note that several candidates either did not attempt some of the questions or scored very low marks for the questions they did attempt, bringing down the overall quality of the scripts.

Although Candidates particularly struggled with providing relevant information for questions 4 and 5, the Examiners were pleased to note that some Candidates were able to take advantage of the bonus marks available for formatting their answer as directed by the question

In addition to commentary on the October 2022 questions below, general guidance for candidates who didn't achieve high marks is provided at the end of this report.

Question 1

State the notable features of employment legislation already adopted across the EU
(5 marks)

- Candidates who were able to quote the features of employment legislation from the relevant section of the study manual achieved higher marks.
- Candidates who provided only generic information struggled to demonstrate a good understanding of the relevant section of the study manual and as a result lost marks.

The relevant section of the study manual – Study Manual 1: Section (Part 12 - The European Union), Chapter 1.4 (Page 192)

Question 2

Draft a paper on the key features of the Riester-Rente, Basisrente or "Rürup-Rente" and Eichel-Rente Pillar III private retirement savings arrangements in Germany. (10 marks)



- The majority of candidates who attempted this question were able to demonstrate a reasonable understanding of the three arrangements, and therefore scored a reasonable number of marks accordingly, with a couple of excellent answers scoring very high marks.
- The Examiners were concerned to note that a few candidates either did not attempt the question or scored no marks for their answer.
- Most candidates were able to pick out some relevant details from the relevant section of the study manual, with those providing the most details from the relevant section of the study manual able to achieve the highest marks.
- Detail regarding the history of the various private retirement savings arrangements was often missed out and therefore marks were lost.

The relevant section of the study manual – Study Manual 2: Section (Part 1 - Country and Regional Profiles), Chapter 5.2.3 (Page 42)

Question 3

Describe the different approaches that can be taken to financing and funding risk benefits. Your answer should include the advantages and disadvantages of to each approach.(10 marks)

- Most candidates were able to identify from the relevant section of the study manual the different approaches that can be taken to financing and funding risk benefits and were awarded marks for stating these.
- Candidates who were able to state the advantages and disadvantages of each approach as set out in the relevant section of the study manual achieved higher marks.
- A bonus mark was also awarded to candidates who described high/low frequency events or captive insurance arrangements.

The relevant section of the study manual - Study Manual 1: Section (Part 4 - An overview of key employee benefits), Chapter 2.4 (Page 39)

Question 4

Write down the objectives of the Finance function

(10 marks)

- This question was poorly answered by the majority of candidates.



- Candidates who were able to quote the objectives of the Finance function specifically outlined in the relevant section of the study manual achieved the highest marks
- Candidates who only provided generic information struggled to demonstrate a good understanding of this section of the study manual and as a result scored poorly.

The relevant section of the study manual - Study Manual 1: Section (Part 7 - The role of different parties involved in the provision of intentional employee benefits), Chapter 5.2.1 (Page 104)

Question 5

In your role as International Benefits Manager, you have been asked to draft a briefing note that sets out the specific details of the retirement programme changes included in France's Macron Law
(10 marks)

- This question was poorly answered by most candidates.
- The Examiners were concerned to note that many candidates obtained either low or no marks for their answers, with some candidates not attempting the question.
- Candidates who were able to quote the specific details of the retirement programme changes included in France's Macron Law as outlined in the relevant section of the study manual achieved the highest marks.
- The Examiners were pleased to note that a few candidates followed the instruction in the question to format their answer as a briefing note and took advantage of the bonus mark available for doing so.

The relevant section of the study manual - Study Manual Section 2- (Part 1 - Country and Regional Profiles), Chapter 3.4 (Page 25)

Question 6

Prepare a short note that contrasts the difference in "welfare" and "insurance" approaches for Social Security retirement provision
(5 marks)

- This was a relatively straightforward question requiring candidates to recall the descriptions of "welfare" and "insurance" approaches for Social Security retirement provision from the relevant section of the study manual.
- Candidates were also awarded marks for mentioning relevant country specific examples



The relevant section of the study manual - Study Manual 1: Section (Part 11 - Regional Round-up: Europe and North America), Chapter 1.2.1 (Page 172)

Generally, candidates are reminded to:

- Ensure an understanding of the structure of the course and CU1B syllabus, noting exactly which parts of the Study Manuals 1 & 2 will be examined under CU1B and should therefore be learned accordingly.
- Read questions carefully to determine to which area of the study manual is being examined.
- Take note of instructive words given in the question – for example “list” indicates that a list of key items is required, rather than a block of descriptive text.
- Note that of the number of marks available can be used to indicate the level of detail required in an answer.
- Remember to include any dates, limits and figures detailed in the relevant section of the study manual to add sufficient detail to your answer to score full marks.
- Take advantage of any bonus marks available for format.
- Avoid spending too much time providing information which has not been asked for, or which is not described in similar detail in the Study Manual.
- An important part of the CU1B syllabus is to test candidates’ knowledge of benefits in different countries, and much country specific information is given in the manuals. Where a particular country or jurisdiction is specified within a question, higher marks will usually be achieved by providing information from the section that is specific to that country rather than generic information on the topic from another area of the study manual.